GRUMMAN

planenews

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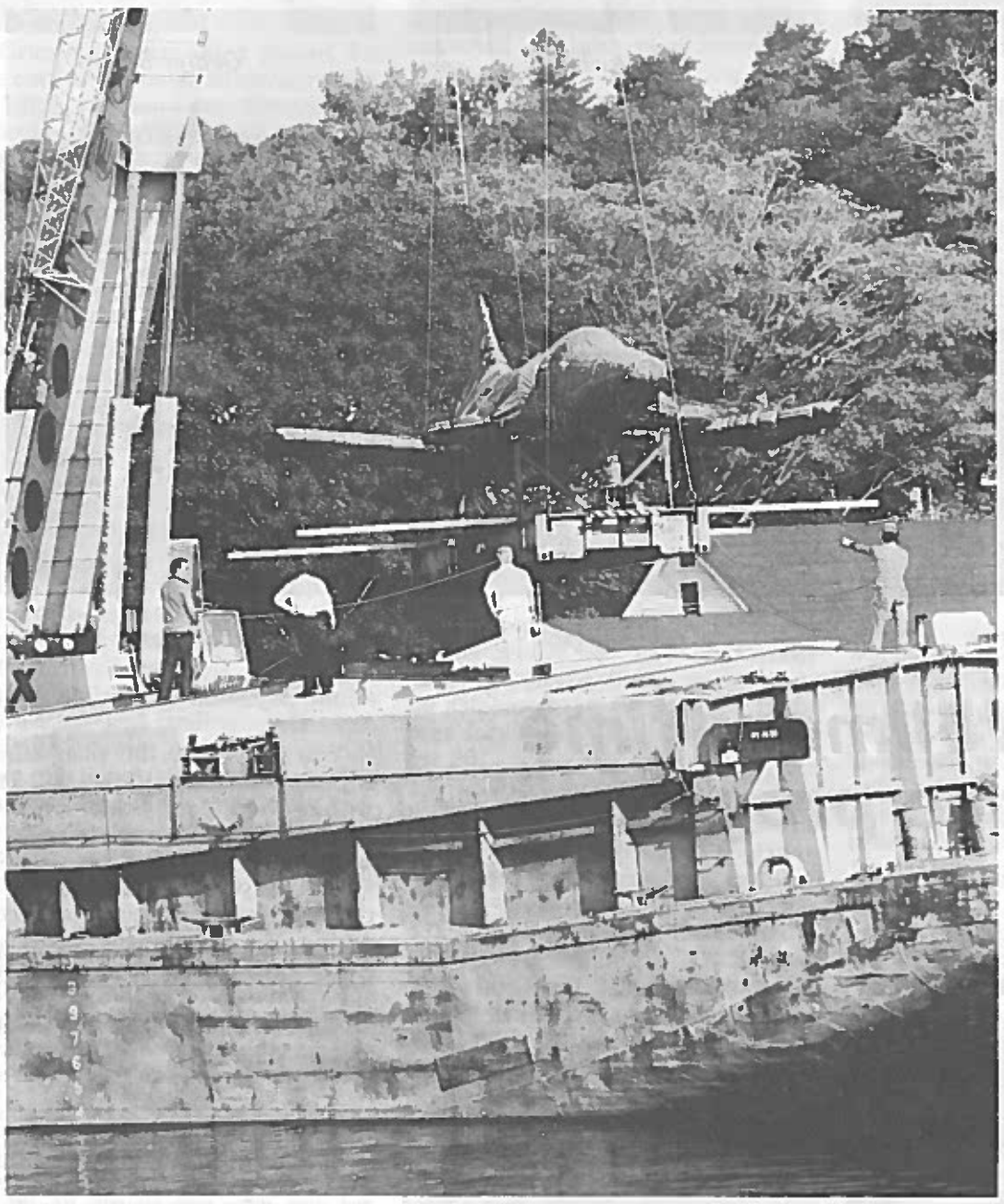


Bon voyage. *Wrapped in protective 'mummy' covering, the X-29 was loaded onto a barge at a pier in Port Jefferson, Long Island, for a short trip to Holland Hook, New Jersey, recently. There the experimental aircraft was placed aboard a commercial container ship to continue its ocean voyage via the Panama Canal to Long Beach, California. From Long Beach, the X-29 will be trucked to Edwards Air Force Base for flight testing. (Photo by Jim Prestinari)*

Health care and you

- Skyrocketing cost of health care has forced Grumman to make changes to the Grumman/Travelers Group Insurance Plan in 1985. See details on page 8.

- Keeping Americans fit-as-a-fiddle has an enormous price tag. For almost two decades, medical and hospital costs have risen at levels outpacing inflation. What is industry doing about it? Read article on page 10.

- HMO or Grumman/Travelers? Choosing the best health care for you and your family. See page 7.

- October is the time to sign up for the optional Grumman Personal Accident Insurance Plan. Details on page 2.

- Thinking about kicking the habit? Grumman is sponsoring a FreshStart program for smokers. Read more about it on page 11.

GAC gets contract to begin flight test of conformal radar

- pg. 3

The spirit of giving the United Way

- pg. 12

Five execs re-assigned

Grumman Corporation recently announced five executive changes that include creation of a new senior vice presidency for marketing, reassignment of a second vice president to the Washington, D.C., office and the election of a new president for Grumman Allied Industries.

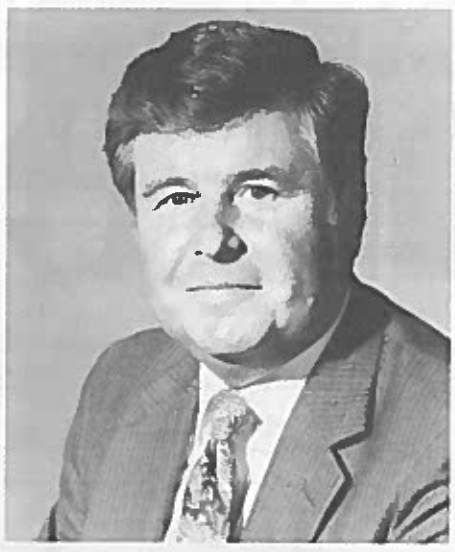
Dan Huebner, who has been senior vice president of Marketing and Advanced Technology for Grumman Aerospace, assumes the additional duties of the newly created position of senior vice president of Marketing for Grumman Corporation. In his new capacity, he reports to Joe Gavin, Grumman Corporation President. Huebner's office is in Plant 5.

George Brown, who has been vice president in charge of Grumman's Regional Offices, has been reassigned to the newly created position of corporate vice president in the company's Washington, D.C., office. He reports to Vice Chairman John Carr.

Bob Somerville, who has been president of Grumman Allied Industries, replaces Brown as vice president—Regional Offices. He will be located in Grumman Headquarters and reports to Gavin.

Ron Peterson succeeds Somerville as president of Grumman Allied Industries. He has also been appointed president of the Grumman Allied Vehicle Division. In addition, he was elected chairman of Grumman Emergency Products, Inc. Peterson's office will be located at 455 Broad Hollow Road in Melville. He also reports to Gavin.

Bob Nafis, Grumman Corporation vice president, assumes the position of vice president—Corporate Development, a position previously held by Peterson. Nafis is responsible for the Corporate Development Department including the Commercial Development Center. His office is in Grumman Headquarters and he reports to Huebner.



Dan Huebner

George Brown

Bob Somerville

Ron Peterson

Bob Nafis

October is open enrollment time for optional insurance program

October is the open enrollment period for the Grumman Personal Accident Insurance Plan. This plan is designed to provide Grummanites and their dependents with accidental death and dismemberment insurance.

This voluntary plan is offered in addition to the company-paid Group Term Accidental Death and Travel Insurance Plans. These company-paid plans cover you alone. (See sidebar.)

The Grumman Personal Accident Insurance Plan provides additional protection for yourself and extends such protection to other members of your family.

Only actively employed Grummanites under the age of 70 may participate. If you qualify, you can also cover your spouse and your unmarried dependent children who are 19 or younger (or up to age 25 if they are full-time students). However, you must participate in the plan to enroll your spouse and children. Physical examinations are not required.

You may purchase from $10,000 to $250,000 of coverage for yourself. Under the family plan option, your spouse is insured for 60 percent of the amount you select — if there are no dependent children. Otherwise, your spouse is insured for 50 percent and each of your children is insured for 10 percent of your benefit.

The weekly cost for coverage for yourself is 12 cents per $10,000 of insurance; coverage for both yourself and your eligible family members is 17 cents per $10,000. Premium payment is through payroll deduction.

You may call the plan administrator toll-free on (800) 942-1905 within New York State, or (800) 431-2052 outside of New York, for additional information.

The only time you may join the plan or increase your coverage is during the enrollment periods — April and October. Enrollment applications are available at your local Employee Services (ES) office and in the Insurance Department office in Grumman Headquarters.

Company-paid benefits

Actively employed Grummanites are covered by three company-paid insurance plans:

Group Life Insurance — If you should die while an active employee, Grumman's plan pays a benefit of twice your annual base salary. This coverage begins on your first day of work.

Accidental Death and Dismemberment — Should you lose your life through an accident — either on or off the job — your beneficiary will be paid the full accidental death benefits. This benefit payment will be equal to your annual base pay and will be made in addition to the benefits derived from the Group Life Insurance coverage. (See "Grumman. . .and You" handbook for additional information on dismemberment benefit coverage.)

Travel Accident Insurance — Should you die accidentally while travelling for Grumman, your beneficiary will receive a Travel Accident Insurance benefit equal to three times your annual base salary. The minimum benefit is $50,000; the maximum, $250,000. (See "Grumman. . .and You" for dismemberment insurance coverage.)

Retirees

On behalf of our fellow workers, PLANE NEWS salutes the following men and women for their contributions to the company and wishes them well in their retirement. Those who have recently retired are:

Robert E. Dory (6), Robert Willig (15), William H. Thomas (5), Robert H. Lind (40), Mary Zucconi (5), Michael Finn (3), Harry M. Trutt (2), Arthur A. Lindenmeyer (2), Edward A. Ogle Jr. (6), Madelyn A. Lee (77), James S. Cooper (11), Anthony Montalto (2), John T. Costigan (43).

Virginia R. Bahry (77), Carl J. Cassie (40), Harry Barnes (25), Lauretta M. Kinscherf (15), John Driscoll (31), Robert E. O'Brien (14), John Tabbitas (7), Wynne M. Trenholme (39), Robert Willing (15), Henry Mayors (111), Charles A. Martin (2), Edward A. Miller (4), Doris J. Turner (30), Gerardo L. Ottaiano (2), Harold A. Briggs (294).

Navy gives go-ahead for conformal radar flight test

Grumman Aerospace was recently awarded a $14 million contract from the U.S. Navy to begin a flight test program that will utilize Grumman-developed passive wing arrays to improve the anti-jamming capability of airborne early warning (AEW) aircraft. "This contract is a direct result of work that Grumman has been doing using conformal radar concepts since 1973," says Fred Ganz, assistant manager of Avionics Systems and project engineer responsible for the development of conformal radar.

Grumman received a patent for the conformal radar antenna system in 1982. At that time, Ganz shared inventor honors with Grummanites Dom Cermignani, a technical specialist in Radio Frequency Design; and Richard Imgram, principal engineer for Computer Aided Systems.

Along with the patent, Grumman also received a NAVAIR contract for $1.74-million for laboratory and ground testing. "The flight test contract is an outgrowth of the success that we have had thus far with the ground testing conducted at Calverton," points out Pat Wiley, deputy director of Advanced Aircraft Programs. "This technology represents the cornerstone for the development of future AEW radar systems — and it clearly confirms Grumman as the leader in the conformal radar field," he adds.

Conformal radar is an antenna system which can be embedded in the leading and trailing edges of an airplane's wings as well as in the sides of the fuselage. The system gets its name from physically conforming to the basic shape of the aircraft. Since this eliminates drag and weight, the system offers considerable advantages in the design of future AEW aircraft.

"What this new contract specifically calls for," says Ganz, "is for Grumman to modify the wings of an E-2C with passive antenna arrays, install the wings on an E-2C airplane that will be instrumented to work with this new technology, and then flight test the system." The E-2C will be provided by the Navy for the flight tests.

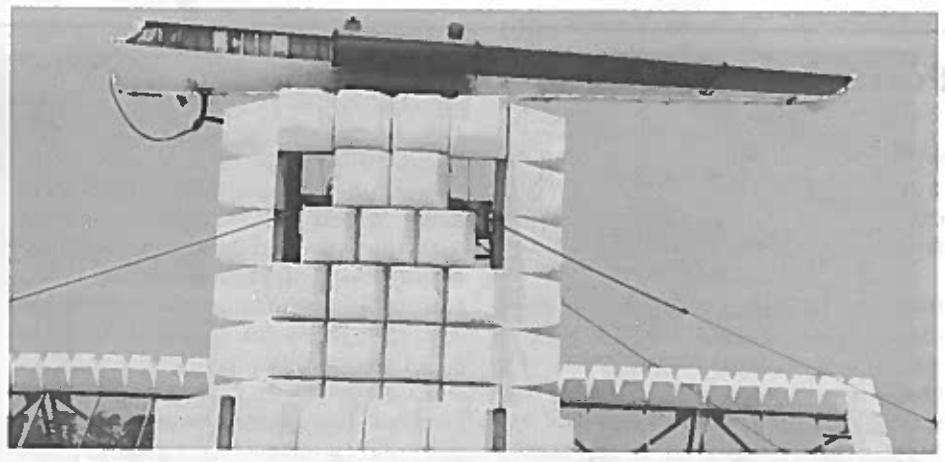
The contract is effective immediately but actual flight testing is not expected to take place until late 1986 or early 1987. "In the meantime, we will be installing the necessary equipment and testing the system along the way," comments Wiley.

"Aside from the near term benefits of enhancing the anti-jamming capabilities of current AEW aircraft, like the E-2C Hawkeye, the development of this phased array technology will be the basis for the design of future AEW and tactical aircraft on the drawing boards today," he adds.

The flight tests for the system will be conducted against jamming aircraft in order to prove out its operational abilities in the field. "We have a ground test contract currently ongoing at a specially built antenna test range in Calverton. We expect this $14-million contract for initial flight testing to grow to encompass additional key features of advanced technology as the program progresses," says Ganz.

The system is being built in the Plant 5 Product Development Operations Center where the bulk of the modification work will take place. General Electric has been tapped as a subcontractor for associated hardware.

"This contract reflects some 10 years of work that has put Grumman in a leadership role in the development of airborne conformal radar for use on current and future AEW aircraft," states Ganz.



Built-in radar. *An airplane wing, modified with conformal radar antennas, sits atop a specially built ground test platform in Calverton. The hardware for the passive wing array was developed as part of a laboratory and ground testing contract under the direction of project engineer Howard Allen.*

obituaries

FRANK HOLLIS of Sub Assemblies, Plant 2, died September 9 at the age of 63. He had been with the company since 1967 and resided at 532 7th St., West Hempstead.

GEORGE JANELIS of Corporate Procedures, Plant 28, died September 12 at the age of 58. He had been with the company since 1964 and resided at 316 Young St., North Babylon.

GEORGE P. CALLAS of Program Procurement-Trainer Systems, Plant 9, died September 13 at the age of 60. He had been with the company since 1966 and resided at 37 East Neck Rd., Huntington.

MERLE ROBERT HARRSCH of Modification and Fabrication, Plant 43, died September 17 at the age of 59. He had been with the company since 1965 and resided at 45 Ellsworth St., Patchogue.

ROBERT R. BREACH of Presentation Services, Plant 5, died September 19 at the age of 62. He had been with the company since 1978 and resided at 142-05 Roosevelt Ave., Flushing.

MFR 'couldn't have worked better'

Grumman Aerospace President George Skurla welcomed Dr. George "Pinky" Nelson, NASA space shuttle astronaut, to Grumman's Bethpage facility on Wednesday, September 26.

Greeting Nelson as the "first space repairman," Skurla presented the astronaut with an engraved plaque in recognition of his "outstanding contribution to the Solar Maximum Repair Mission." Nelson was a member of the space shuttle flight crew that retrieved and repaired the faltering Solar Max satellite.

Twenty-three Grummanites stationed at NASA's Goddard Space Flight Center in Greenbelt, Maryland, were also involved in the mission, stabilizing the satellite from the earth so that it could be brought into the space shuttle's cargo bay for repairs.

Skurla pointed out to an audience of about 75 Grummanites who are involved in work on various space program contracts, that on the historic space shuttle mission, Nelsor used a Grumman manufactured manipulator foot restraint to anchor him down during the repair work. The foot restraint offered the astronauts some leverage not available in the zero gravity of space. Nelson noted that upon his return from the mission, "We told the NASA technicians not to change a thing on the foot restraint. It couldn't have worked better."

Nelson said he and the rest of the shuttle's crew "greatly appreciate the high standards, quality and workmanship that Grumman has put into the tools that we take into space with us." He presented Grumman with a mounted collage of photos of the Solar Max Repair mission, "in honor of all the people from Grumman who helped make our mission a success."

Skurla led Nelson on a tour of Grumman's Space Station mock-up located in Plant 5 which Nelson described as "very realistic, and an exciting idea."

Also on hand for the visit were Nelson's aunt and uncle, Bill and Lois Nelson, both Grummanites. Bill is a subcontract administrator in Plant 30 and Lois is a Plant 35 secretary. They were joined by two more of Pinky Nelson's Long Island relations, his uncle Dr. Robert Nelson and Aunt Muriel of Seaford. Skurla called the Nelson family "Long Island members of the extended Grumman family."

Visiting the future. *Astronaut Dr. George "Pinky" Nelson (center) gets a first hand look at what he might be doing in the future during a tour of Grumman's space station control module mock-up in Plant 5.*

news briefs

Postal Service bid

Grumman Corporation has joined with General Motors in a plan to win a major U.S. Postal Service order for lightweight delivery trucks, worth more than $1 billion.

Under the arrangement, Grumman as prime contractor would manufacture aluminum truck bodies that would be mated with GM chassis. To meet Postal Service specifications that call for the vehicles to carry 1,000 pounds, Grumman is designing a new model, larger than its minivan called Kubvan, but smaller than its popular Kurbmaster.

"The volume of our truck body business would double if we win

Mid-sized. *In its bid with GM for Postal Service trucks, Grumman is designing a new model larger than the Kubvan (top), but smaller than the Kurbmaster (bottom).*

this bid," says Grumman Chairman Jack Bierwirth. "We believe we have excellent qualifications. Grumman has had 37 years experience in building aluminum truck bodies, and GM is a prime manufacturer of chassis."

Postal Service requirements call for 99,150 vehicles to be delivered over an eight-year period with production running at 1,100 per month. This is an option for 59,000 additional vehicles.

The competitive process with the Postal Service began in late September, and a contract award is expected in April of 1985. AM General of Detroit, who now builds most of the Postal Service's vehicles, is also expected to bid.

Grumman's aluminum truck bodies have found wide commercial acceptance, because they have the same capacity as steel vehicles but weigh hundreds of pounds less. Aluminum vehicles get better fuel mileage, cost less to operate and last two or three times longer than steel bodies.

Specifications require the vehicles to be designed for right-hand drive which brings about speedier mail pickup and delivery. Engines must be gasoline-powered, but adaptable to compressed natural gas should future energy shortages restrict fuel availability.

Engines and transmissions are part of the chassis and would be supplied by GM.

Asian center

In a move aimed at bolstering its image in Asia, Grumman will spend about $3 million on training, services and computer hardware and software to establish a computer center at the Nanyang Technological Institute of the University of Singapore.

Grumman Data Systems plans to set up the center by June of 1986. It will emphasize CAD/CAM — processes that incorporate computer-aided design and computer-aided manufacturing.

While operating costs are to be borne by the institute, Grumman will supply about $1.5 million in computer equipment, terminals and software, and the rest in services.

Bierwirth heads council

Grumman Chairman Jack Bierwirth has been named chairman of the New York State Business Council.

The Business Council, with over 4,000 members, is the leading organization for business, industrial and economic development in the state. Its principal activities are to work with the governor on legislative agendas to improve the business climate in New York State. The current statewide focus is to reduce the personal income tax.

Earlier this year in May, President Reagan appointed Bierwirth to an International Private Enterprise Task Force. The 18-member panel was created to advise the president and directors of the Agency for International Development on the role private enterprise can play in foreign aid.

In addition, Bierwirth was appointed by New York Governor Cuomo to the state's newly created Council on Fiscal and Economic Priorities, also in May. The Council, composed of 21 key business, labor and academic leaders, will advise the governor on spending, taxation, capital development, human resource development and other major state policy issues.

New assignments

The following Grummanites recently received new assignments.

Tom Forbes has been named director of Administration for Product Operations. In addition to normal administrative functions, Forbes will provide a single point interface for processing all Product Operations Manpower Planning and Budgets. He reports to Phil Vassallo, senior vice president-Product Operations.

Vincent Rau has been appointed Marketing manager for C^3I (Command, Control, Communications and Intelligence), reporting to Bill Barkman, deputy director for Marketing. Rau will coordinate all C^3I Marketing Department activities for Army, Navy and Air Force in direct support of the newly established C^3I Program Office directed by Tony Italiano.

Robert Maple has been appointed director of Program Material Management — a consolidation of the former commercial and subcontract programs and military and space programs in Material Management. He reports to Tom Harding, director of Material Management.

In Technical Operations, Bernard Rachowitz who is director of Engineering Technology Development, has been assigned to interface with Grumman Data Systems for Technical Operations. He reports to Will Bischoff, vice president and chief engineer.

Personals

We wish to thank our many friends for their kind expressions of sympathy and outpouring of compassion during the recent loss of our son and brother. Words cannot express our sorrow, nor will we ever forget Kenny, his smile, his friendliness and "good ole boy" way of life. He was proud to be a native Texan and we're proud that he has so many good friends. Reinhartsen and Sheffield Families

I wish to express my sincere thanks and appreciation to my friends and co-workers for their kind expressions of sympathy during the recent loss of my father. Anne Litterello

My family and I wish to thank our friends and co-workers for their support and sympathy during the recent loss of my husband. Rose LoCicero

Manufacturing scholars

Recipients of the Grumman Manufacturing Scholarship recently went back to school — to colleges in New Jersey, Utah, Connecticut, Arizona, and Upstate New York.

Shown above are (standing, L to R) Vice President — Manufacturing Frank Messina, Elizabeth Souza-Ferreira, Robert Sayler, Peter Cardinale, Maurice Smith, George Catania, James Logan, Deputy Director-Technical Manufacturing Richard Cyphers, and Director-Manufacturing and Materials Engineering Bill Lamberta. Seated are (L to R) Robert Stevens, Mark Behan, Russell Weissheier, Paul Wicelinski, and Kenneth Carlino. The seated scholars and Souza-Ferreira are the 1984 Scholarship winners, while the others standing were awarded theirs in 1983.

The '83 scholars will graduate with their four-year manufacturing engineering technology degrees in June, 1985. Each student has previously completed the first two years in a technology-related field and is now continuing at one of the following colleges: New Jersey Institute of Technology, Weber State, Utah State, Central Connecticut State, Arizona State, and Rochester Institute of Technology.

Join Rockwell team for space station bid

Grumman Aerospace has joined a team formed by Rockwell International to compete for one of the manned space station contracts. Also on the Rockwell-led team are Harris Corporation of Melbourne, Florida; and Sperry Corporation's Aerospace and Marine Group of Phoenix, Arizona.

President Ronald Reagan gave the go-ahead for the manned space station in his January State of the Union address. He termed space "the next American frontier," and called for a manned space station that would be launched into orbit by the early Nineties.

In mid-September, the National Aeronautics and Space Administration (NASA) issued a request for bids for a total of more than $140 million in contracts for preliminary design of a structure and its power systems. The work was divided into four groups. According to NASA, at least two contracts are expected to be awarded in each group.

Bidding for. . .

The Rockwell team will bid on the work group that includes the station's structures and its attitude control, thermal control, communications and tracking, extravehicular activity, communications and data management systems and living quarters. Grumman will be responsible for the design of the living quarters, command and control station, the extravehicular activity and heat rejection systems.

"Each company on our team is a leader in its field," says George Jeffs, president of Rockwell's North American Space Operations. "Together we bring an unmatched broad capability of current manned space systems experience to apply to the challenge of designing and building critical elements of the space station — the key to this nation's future in space."

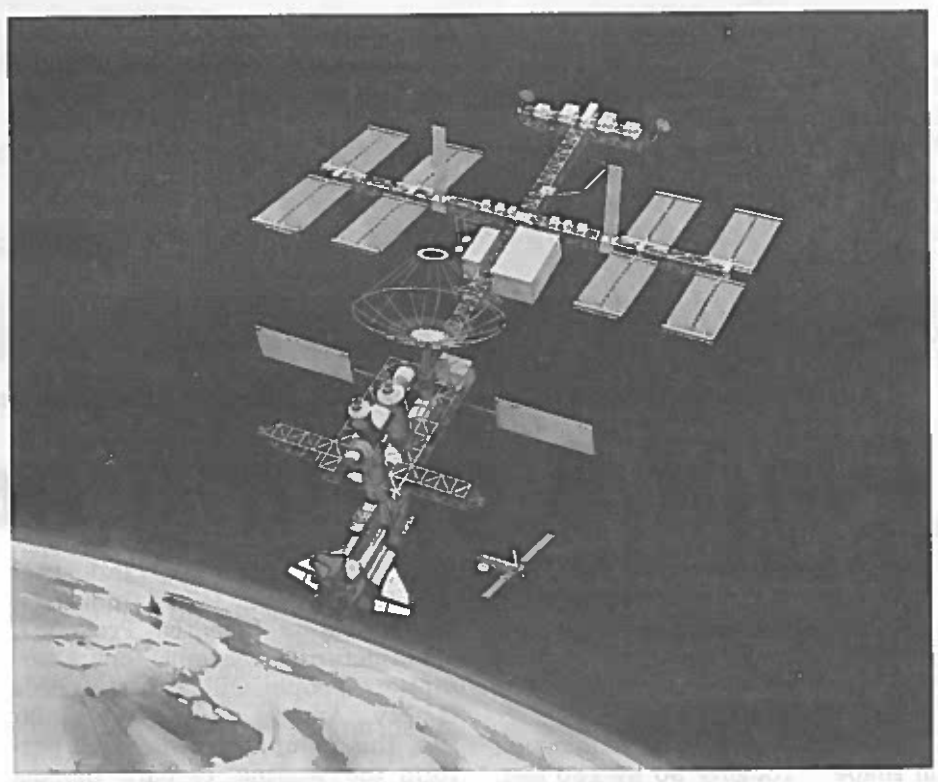
Grumman joins the Rockwell team as its major subcontractor. "Grumman and Rockwell have a 20-year association with NASA's manned spacecraft," says Grumman Aerospace President George Skurla. "Together we have landed men on the moon and built the world's first reusable Space Transportation System. Now we are ready to move this country into space on a permanent basis."

Competition will be tough

Dick Kline, Grumman's director of Space Station Programs, notes that the competition will be tough. "The Rockwell/Grumman/Harris/Sperry team is competing against teams led by McDonnell Douglas and Lockheed," comments Kline. "Both represent strong teams, so we are going to have to work hard — and smart — to make sure our team is one of the winners."

Kline adds that he is "personally pleased to be working with Rockwell on this task. During the early proposal preparation work, we found our skills in many ways are complementary — and together we are going to provide a superior and attractive proposal to NASA."

Proposals are due November 15. Winners of these preliminary design study contracts will be announced in March. The work is expected to take 18 months, after which the field would be narrowed down to one team in each of the four work groups. Contracts for final design and construction of the space station are slated to be awarded in April 1987.



Tower of power. *Rockwell's rendering of NASA's proposed space station features sections or modules (above Shuttle) which are attached to a boom-like structure resembling a radio antenna tower. Large solar arrays for generating electrical power are attached to the opposite end of the tower — hence, the nickname 'power tower.'*

Earlier this past summer, NASA announced that it had chosen the "power tower" space station concept as its reference configuration for future research and development. The power tower is derived from a Grumman-developed concept bearing the same name.

NASA has yet to determine what systems or technologies will be utilized by the space station. That decision will be based on the outcome of the several systems definition study contracts now in the proposal stage — including the one that the Rockwell-led team is bidding on.

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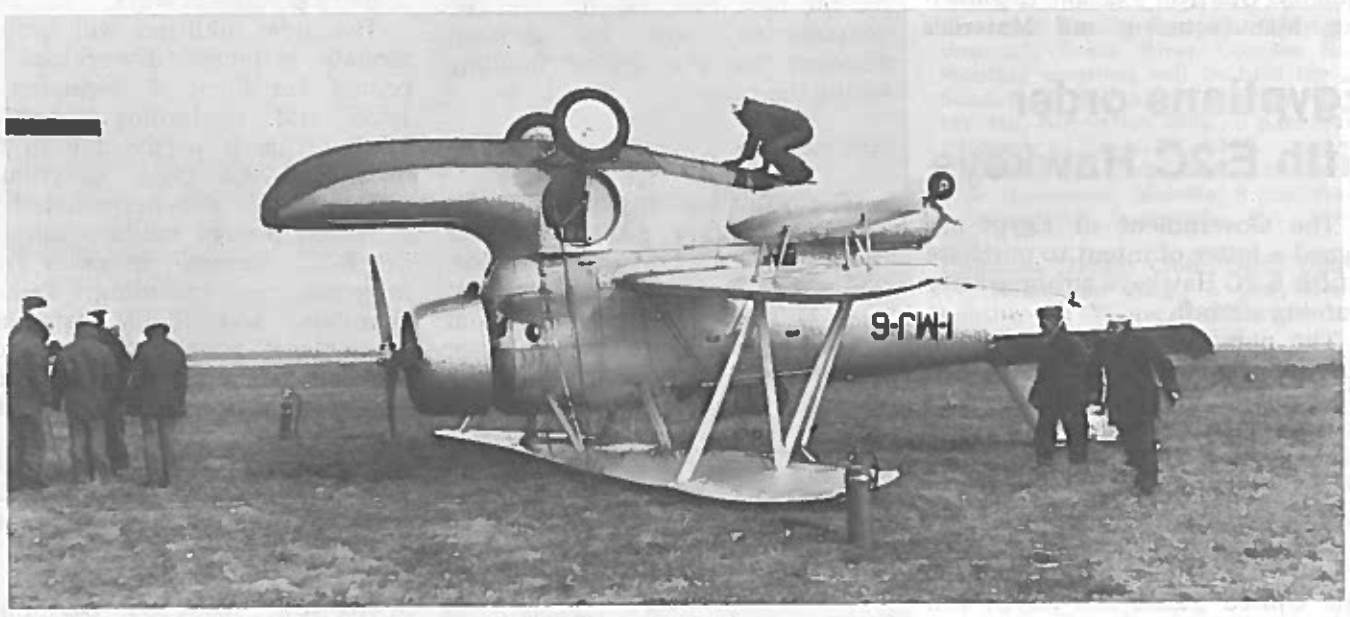
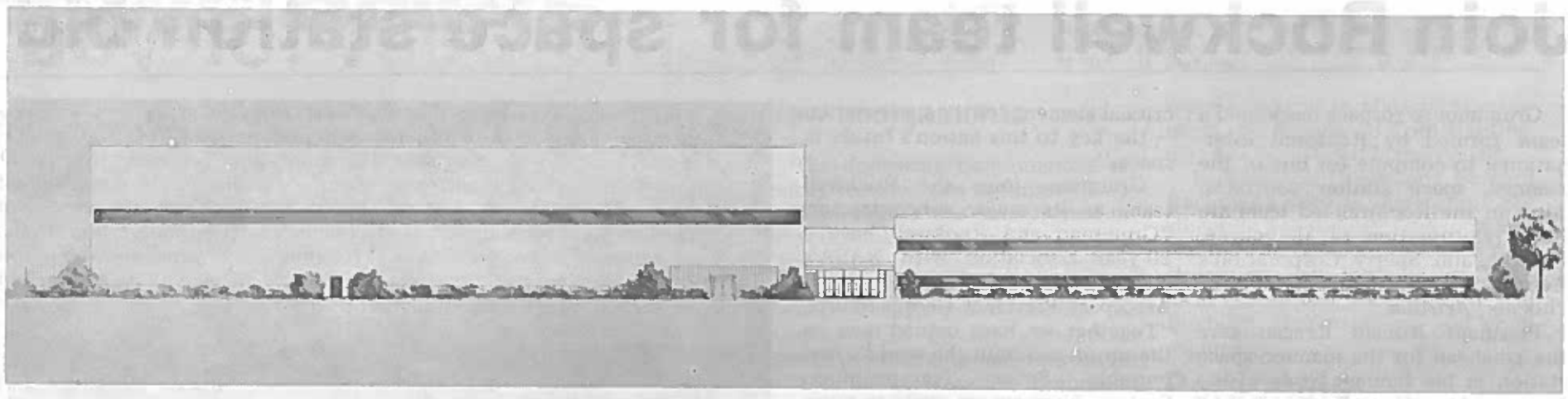


Upside down, but safe. *On Friday, November 16, the Smithsonian's National Air and Space Museum (Washington, D.C.) will open a new exhibit featuring the aviation photography of Rudy Arnold and Hans Groenhoff. The two dominated their field in the 30s and 40s. Pictured above is Arnold's photo of a U.S. Marine/Grumman J2F that flipped over upon landing in strong winds. A testimonial to Grumman Ironworks — the pilot was not injured. The exhibit will close next summer.*



A new face. *Plant 3 will take on a new look when the heat treat facility (at L) and office addition (R) are completed next year.*

Plant 3 getting new office addition

You might not know it by the mountains of dirt blocking the view, but Plant 3 is taking on a new face. By this time next year, a two-story 69,000-square-foot addition to the plant will be finished.

The building will be rectangular in shape — roughly 90 by 180 feet. It will be connected by a corridor to the present main entrance to Plant 3. In addition, a new lobby and three large conference rooms will abut the main part of the new structure.

Open landscaping

The interior of the two floors will consist of partitioned, open-plan workstations surrounding a core of private offices. The building will house computer equipment utilized in support of modernized detail-parts manufacturing centered in Plant 3.

Into the new offices will move people from Plant 3 management, Quality Control, Liaison Engineering, Manufacturing and Materials Engineering, Planning, Industrial Engineering, and IMIP (Industrial Modernization Incentive Program). Manufacturing Systems' couputer-support people will also staff this facility. Among other responsibilities, this computer center will perform the 'nesting' of parts designs on magnetic tape, crucial to the operation of new, digitally-controlled machinery.

Closer areas

According to Jack Shea, project engineer — Plant 3 Office Building for Facilities Engineering, "the addition will consolidate these people in an area adjacent to the manufacturing group they support."

Once the office building opens, slated for next July, gone will be the office area on the mezzanine above the present Plant 3 lobby. That area will become part of Plant 3's heat treat facility. Groundbreaking will take place next month on a 36,000-square-foot expansion for the heat treat facility, and the construction will be situated adjacent to the office building taking shape.

Special lease

The office building is being built at a cost of about $4 million, all of it borne by the architect/contractor, Bernard Fortunato and Sons. Grumman will rent the building from Fortunato under a 10-year lease. After that, it can opt to renew the lease for another five years or buy the building.

Ted Adams, site activation project manager for Industrial Engineering says: "The people from support groups are looking forward to their new quarters."

In addition, to make up for the loss of parking spaces, new parking has been added on the south side of Plant 3, and a brand-new lot recently opened in an area formerly occupied by the salvage yard.

Egyptians order fifth E-2C Hawkeye

The Government of Egypt has signed a letter of intent to purchase a fifth E-2C Hawkeye airborne early warning aircraft.

The new order brings the total purchase agreement to more than $700 million for five E-2Cs, support equipment, spare parts and other related serves. The original order for two Hawkeyes was announced in August 1983.

U.S. Foreign Military Sales credits will be used for the procurement. The United States and Eqypt will negotiate the sales contract.

The first E-2C will be delivered in September 1985, and the second is to be delivered in July 1986. The third, fourth and fifth aircraft are scheduled for delivery in March, April and May 1987.

It's a date

The annual Grumman 25-year luncheon is slated for Tuesday, December 4, at Colonie Hill in Hauppauge. Further information will be published in future *Plane News*, as the date nears.

Building high-bay facility for Plant 4

Grumman Aerospace has contracted Turner Construction Company of New York City to build the 102,000-square-foot addition to Plant 4 in Bethpage.

The high-bay facility will function as both an aircraft hangar and manufacturing facility. The construction contract is for $9.6 million; total construction costs for Grumman will be about $2 million more than that figure, taking into account additional work.

The new addition will accommodate an increased workload expected for Plant 4 beginning in 1985 and continuing into the 1990s. This is partly due to the revival of the C-2A Greyhound program. It is also necessitated by increased foreign military sales of the E-2C, increases in other E-2C programs — including Trac-A, Omnibus, and SDLM (standard depot level maintenance) — and additional E-2C engineering development programs that are forthcoming.

The high-bay facility will have a 30-foot clear height and a 190-foot-wide interior free span. It will be 350 feet long. The area will be able to house 10 E-2s and/or C-2s in two rows. Work to be performed in this space will be the installation of electronic equipment on the aircraft.

In addition, a single-story support services facility, totalling 31,500 square feet, will house an E-2C/C-2A avionics test lab, parachute assembly area, and work space for other purposes. Another single story building, for mechanical/electrical equipment and totalling 8,000 square feet, will be attached to the support facility.

Housing the avionics lab and parachute assembly area in Plant 4 will free up space in Plant 2 and in the leased trailers adjacent to Plant 4.

The new buildings will be of steel frame construction with exteriors of metal and architectural block. Special features will include a foam-and-water fire protection system and complex electrical systems. Also, in the hangar will be a five-ton capacity bridge crane. It will have a 28-foot maximum hook height and will serve the entire area.

The building is scheduled for completion in April of 1985, with occupancy sometime next summer. Architect/engineer for the project is Lockwood/Greene Engineers, also of New York City.

More personals

My family and I wish to express our sincere thanks and appreciation to my many friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my father. Gary Skall

My family and I wish to express our sincere thanks and appreciation to my friends and co-workers for their kind expressions of sympathy during the recent loss of my mother. William Keil

Health care: Choose the best for you

October is harvest time — and time to pick your health coverage for 1985. In the near future, over 22,000 Grummanites from Long Island to California must choose the best way to health care for their families in 1985.

The annual Health Maintenance Organization (HMO) open enrollment period begins next week and ends November 18. During this period, eligible Grummanites will be able to join an HMO or switch back to the Grumman/Travelers Group Health Insurance Plan.

Check your mailbox

By this time, Grummanites have received a lot of mail from the company concerning the changes in Grumman/Travelers insurance for 1985 and the introduction of flexible spending accounts. Next week, you will be receiving an enrollment form to sign up for the new spending accounts. On this enrollment form, if you indicate that you wish to change your health coverage plan for 1985, the Benefits Department will send you additional information and a health coverage change request form.

"If you wish to join an HMO or switch back to Grumman/Travelers in 1985, you must fill out this request form and return it to Benefits by October 26, 1984," says Don Sparaco, Benefits manager.

Choosing the best health care coverage for your family is a big decision. Compare the health coverages offered by the HMOs and Grumman/Travelers. Comparative information can be found in your "Grumman. . .and You" handbook.

Here, however, is a brief outline of the characteristics of HMOs so you'll know what makes them different from the traditional Grumman/Travelers Group Health Insurance.

Basically, an HMO is a group of general practitioners, specialists and other professionals delivering health care at one facility. Members are cared for at the center. When they need surgical or emergency care, they get it at an affiliated hospital.

HMOs stress preventive medical care and members are urged to have regular physicals. All their services are prepaid. There are no insurance forms to fill out and no bills.

When you join an HMO, you keep your Grumman dental, disability and life insurance coverage, which is under Grumman/Travelers. However, it is important to note that HMOs do not provide chiropractic care. And they provide limited psychiatric care.

As an HMO member, you choose your family doctors from among those who belong to the HMO. Under the Grumman/Travelers plan, you can go to any doctor or other medical institution you want, as long as the services they perform are covered under the plan. Grumman/Travelers then reimburses you for your expenses (after you reach $250 deductible), within allowable limits, after you submit paid bills.

The company pays the entire cost of the Grumman/Travelers plan. It pays the same per capita amount towards individual's HMO membership. When an HMO premium is more than the company's contribution, the member pays the difference through payroll deduction. "In 1985, these payments will be deducted before taxes — with tax-free money from your paycheck," reports Sparaco. (Check the accompanying table for the 1985 payroll deductions.)

After comparing HMOs and Grumman/Travelers, if you decide to change from one type to another, fill out the health coverage change request form and return it to Benefits, C16-GHQ. If you are happy with your health coverage, do nothing. It will remain the same for 1985.

New HMOs for Grummanites

Four new HMOs have been added to the list for 1985: Carefirst Plan (Metropolitan Baltimore Health Care, Inc.); V.I.P. Health Plan and Protective Health Providers in California (San Diego/Los Angeles area); and Maxicare in Texas (Houston area).

Representatives of the HMOs serving Long Islanders will be at Grumman during the week of October 16th and the week of November 12 to answer questions. Telephone extensions on which you can reach them will be announced on Newsboard.

The best way to learn about an HMO is to visit it. Here is a list of open house dates. Go there and see it in operation.

1985 HMO weekly payroll deductions

HMO	Individual	Family	Location
Blue Cross/Blue Shield of Greater N.Y.	$0.00	$2.25	New York
Health Insurance Plan of Greater N.Y.	$0.00	$0.00	New York
Kaiser-Georgetown Community Health Plan	$0.58	$7.13	Washington, D.C.
Prudential Health Care Plan	$0.00	$8.57	Houston, TX
Maxicare (TX)	$0.00	$6.39	Houston, TX
Maxicare (CA)	$2.36	$15.62	California
Protective Health Providers	$0.00	$6.59	California
VIP Health Plan	$0.00	$6.62	California
Carefirst Plan	$0.00	$0.00	Maryland

More personals

I wish to extend my appreciation for the flowers, mass cards and sympathies received at the recent loss of my mother. Gene Graziano

My family and I wish to express our sincere thanks and appreciation to my friends and co-workers for their kindness and sympathy during the recent loss of my father. Charlotte Gregory

My family and I wish to express our thanks to my friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my mother. Fred Rademacher

My family and I wish to thank all our friends at Grumman for their understanding and kind expressions of sympathy during the recent loss of my father. Bill Bode

My family and I would like to express our sincere thanks to my co-workers for their kind expressions of sympathy during the recent loss of my sister. Joseph V. Jones

My family and I wish to thank all my friends and co-workers for their expressions of sympathy and kindness during the recent loss of my mother. Tom Gentile

The family of the late Victor DeMeo would like to thank all the Grummanites and the Grumman Retiree Club for their kind expressions of sympathy during our recent loss. Steffie DeMeo

My family and I wish to express our sincere thanks and appreciation to my friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my mother. Roy Jacobson

My family and I wish to express our sincere thanks and appreciation to my friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my father. David Arlen

My family and I wish to express our sincere thanks and appreciation to my friends and co-workers for their kind expressions of sympathy during the recent loss of my mother. Harvey Wapner

calendar

American Production & Inventory Control Society: Tues., October 23, Musicaro's, Melville, 8 p.m., technical presentation, "Ten Steps To A Successful MRP System." Guest speaker will be David Buker. Guests welcome. Norm Heilweil, Ext. 52250.

American Society of Manufacturing Engineers: Wed., October 17, Antun's, Hicksville, 5:30 p.m. Film and presentation on "Vertical Steering Ejection Systems." Guest speakers will be Jim Murray and Armand Aronne from Grumman Aerospace. Guests welcome. Phil Jacknis, Ext. 59765.

Coin Club (Bethpage): Wed., October 24, Plant 25, vendor conference room, 12:05 p.m. Informal lunchtime meeting. Peter Cassese, Ext. 57703.

French Club: Tues., October 23, and November 13, 108 N. Windhorst Ave., Bethpage, 5:30 p.m. French language and culture. Guests welcome. Louis Kaufman, Ext. 52323.

GACE Flying Club: Mon., October 15, BOCES Bldg., Hicksville, 5:15 p.m. Monthly membership meeting. Bob Schulte, Ext. 50682.

Grumman Disabled American Veterans Club: Wed., October 17, Plant 3 cafeteria, 4 p.m. All disabled American veterans welcome. O. Lewis, Ext. 54476.

Grumman Family Campers: October 19 thru 21, Great River Couples Rally. Monthly meetings will be held the first Sunday of each month starting November 4th, Recreation Bldg., 5 p.m. Guests welcome. Al Hanes, 391-6512.

Grumman Ski Club: Tues., October 23, Sitar Restaurant, Melville, 8 p.m. Guests welcome. Art Garmendia, Ext. 57819/58910.

Grumman Tennis Club: Wed., October 17, Recreation Bldg., 5 p.m. General meeting and election of officers for 1985. H. Frauenberger, Ext. 59587.

Institute of Environmental Sciences (IES): Thurs., October 18, Antun's, Hicksville, 6 p.m. Topic will be "Random Vibration For Qualification Test and Stress Screening." Guest speaker will be Wayne Tustin, Pres. of Tustin Institute of Technology. Doris Lovell, (516) 783-8880.

Society of Manufacturing Engineers: Mon., October 8, Polytech Institute of N.Y., Farmingdale, 7:30 p.m. Topic will be "Power Metal Technology." Guest speaker will be Frank Leone, Sr. Manufacturing Engineer. V. Pavlik, Ext. 55255.

N.Y.S.S.P.E. Suffolk County Chapter: Thurs., October 18, Sea Haven Restaurant, Lindenhurst, 6:30 p.m. Dinner meeting and a speaker from L.I.F.T. (L.I. Forum for Technology). Guests welcome. Jack Namlor, 349-0076.

Skyrocketing cost of health care forces Gr

To keep pace with the skyrocketing cost of health care, Grumman Corporation will make a variety of cost containment changes to the Grumman/Travelers Group Insurance Plan, effective January 1, 1985.

Both the basic and major medical portions of the plan are affected. In 1985, the major medical deductible will be raised from $100 to $250 per individual per year, but will continue to be an all-cause annual deductible. Most of the other changes involve making precise delineations of benefits for certain procedures where no exact guidelines have existed.

Escalating costs in health care

Bob Bradshaw, vice president and secretary of Grumman Corporation, notes that the company is under a great deal of pressure to contain costs, including those associated with benefits. "Health care costs in the U.S. have continued to rise at a significantly higher rate than the cost of living in general," he notes. "As health care costs have risen, so has the cost of providing health insurance. This escalation has forced virtually all companies that provide health benefits to their employees—Grumman included—to come to grips with the issue of cost containment.

"One thing is clear," he continues, "if steps are not taken now toward cost containment, our ability as a company to compete effectively in the marketplace will be impaired and health care costs will cut even more deeply into everyone's after-tax income."

As a dramatic illustration of how costs have soared, 20 years ago, the current $100 deductible was already in effect, but a bed in a semiprivate room in a Long Island hospital generally cost only $30. Now, some local hospitals charge over $500 for the same beds.

"All defense and aerospace companies are being affected by the move for cost control in the area of benefits," says Bob Foster, deputy director of Personnel and Administration. "The thrust of this cost containment program is to make people more aware of the costs of health insurance programs, and the costs of their choices in seeking medical care. . . .The concept of cost containment is not new with us, nor with the aerospace industry, nor with industry in general. In fact, companies on the west coast have been undertaking these measures for quite some time."

A vivid picture of Grumman's rising health insurance costs may be had by a glance at benefits statistics. In 1983, the cost of providing Grumman Aerospace employees with group insurance (life, health, disability, and dental) was $61.5 million, a 28 percent jump over the 1982 cost and a staggering 384 percent higher than 1973 (adjusted for inflation, the increase was 67 percent).

Changes slated for 1985

The Grumman/Travelers plan changes for 1985 apply across the board to those Grumman subsidiaries that carry the plan. Among those that don't: Grumman St. Augustine Corporation and Grumman Technical Services, Inc.

Bradshaw notes that in making the changes, Grumman has attempted to achieve a balance between containing costs and keeping benefits responsive to employee needs. "Although the deductible is being raised—for the first time in decades—other changes represent improvements in coverage," he says. "Still other changes—such as providing for second opinions on certain surgery and redefining nursing care coverage—are designed to make us more effective consumers of health care services, and to better reflect actual treatment procedures."

Some features remain unchanged

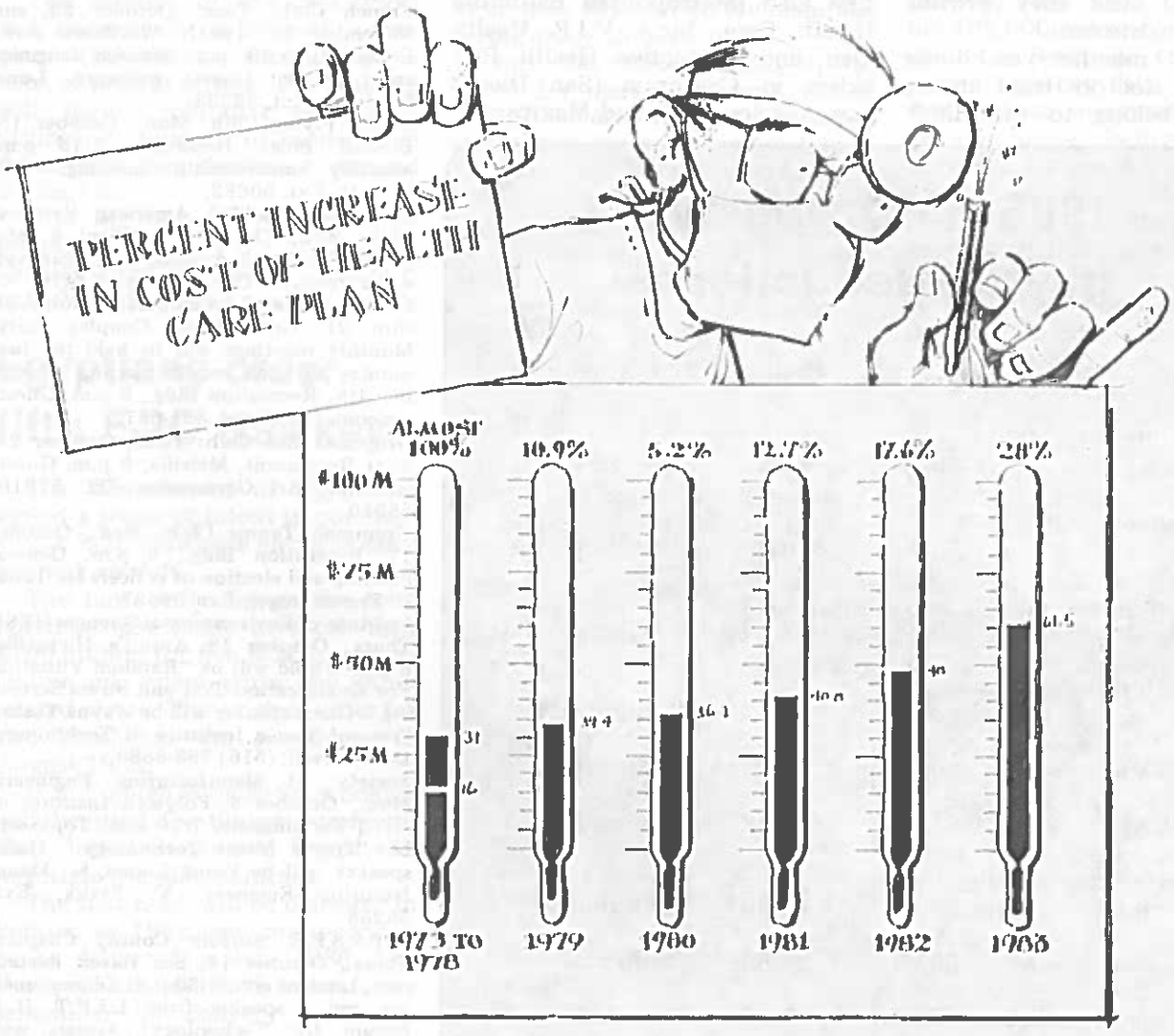
For the most part, the basic coverage portion of the Grumman/Travelers plan remains the same. A Grummanite will still get 100 percent reimbursement for his or her semiprivate hospital room costs, up to a 365-day maximum. Other provisions that will remain unchanged are coverage of diagnostic laboratory procedures (full reimbursement of the first $1,000 in costs, with the balance subject to the provisions of the major medical portion of the plan) and surgical charges. Reimbursement for the latter is 80 percent, with the remaining 20 percent falling under major medical. If the major medical deductible has already been satisfied, the total reimbursement for surgery from both parts of the plan could total 96 percent.

Anesthesiology reimbursements will now be handled in the same manner as surgery. The Grummanite will be paid 80 percent of the anesthesiologist's reasonable and customary charges, while the 20 percent excess is eligible for coverage under major medical. Currently, the charge is grouped with hospital charges and is reimbursed 100 percent.

Second surgical opinion

To be covered in full for the first time are the routine pap smear (once in any calendar year) and the mandatory second surgical opinion. The latter applies to all nonemergency surgery in the following categories: back surgery, breast surgery, bunions, cataracts, coronary artery bypass, gall bladder, hemorrhoid surgery, hernia repairs to the abdominal wall, hysterectomy, knee surgery, prostate surgery, nasal surgery, tonsillectomy or adenoidectomy, and varicose veins.

Whatever the second opinion, the Grummanite will be free to elect surgery with no restriction on his or her coverage. However, if one fails to comply with the requirement and goes ahead with surgery, that person will be eligible for only



The shrinking dollar. *The above drawing illustrates* available), *compared to 1973 and 1967. The values ar* (*Source:* Monthly Labor Review, *Bureau of Labor Statis*

mman to make adjustments

50 percent of the allowable charges and the excess will not be paid under major medical.

"The intent is not to deny anyone necessary surgery, but to enable them to get enough information to make the wisest choice," Foster points out.

The Travelers claim office will be able to provide the names of Board-certified surgeons to whom Grummanites can go for their second opinions. The doctor who provides the second opinion will be permitted to do only that—advise, rather than perform surgery. This will help ensure that everyone gets fair, unbiased medical advice. Also, the individual will be permitted to obtain a third opinion if so desired and will be reimbursed 100 percent.

There will also be changes regarding in-patient psychiatric care and alcoholic treatment. For the former, the individual will be covered in full for semiprivate room and board for 60 days in any *12 month period.* For the latter, payment in full will be rendered for semiprivate room and board charges for seven days detoxification and 30 days rehabilitation in *any calendar year.* While there will now be limits on care during a given period, the current 365-day lifetime maximum will be preserved.

Major medical changes

Under the new deductible, the family maximum for two or more people will be $500. That means two people in a family must incur expenses of $250 each, after which no deductible need be satisfied for any other family member. The coverage is still better under an all-cause annual plan than it was in 1982, when the $100 per-cause deductible was in effect. The individual then had to accumulate $100 in expenses for *each illness* before receiving benefits.

"The most important segments of health protection—those addressing financial catastrophic situations—remain unchanged," Bradshaw points out. "The stop-loss provision, which limits the Grummanite's annual out-of-pocket expenses, will remain the same. And the lifetime maximum coverage will be raised, from $500,000 to $750,000. The Grummanite and his or her family will continue to be covered on a very comprehensive basis for the bulk of medical expenses."

Of particular note will be changes regarding nursing and convalescent care. The allowance for convalescent care is to be raised to $80 per day (80 percent of a maximum charge of $100), but a new 60-day limit will take effect. Under current plan members may receive coverage rules for nursing care for 90 days—and a day can be either an eight-hour shift or around-the-clock. Under the new plan, coverage will be provided for 180 eight hour shifts per disability.

"Here is a prime example of how the changes will better reflect medical realities," Bradshaw says. "In the vast majority of cases, nursing care is provided for eight hours a day, rather than around the clock. Previously, however, those people who obtained eight hours of care each day were provided with the same coverage as those who received 24-hour care each day. The new schedule of benefits will be more fair."

There will also be some new dental benefits. Treatment of the tempomandibular joint (TMJ) will be covered for the first time—up to $1,000, which doesn't affect the regular dental plan maximum of $2,000. Scaling and currettage performed by a periodontist for periodontal disease will be allowed every three months instead of every six.

Oral surgery switched

Oral surgery is being switched to the dental plan from major medical. The coverage will be 50 percent of reasonable charges, as opposed to the current 80 percent under major medical. But the deductible that will apply in oral surgery cases will be the dental deductible of $25—much lower than the new $250 major medical deductible or even the current $100.

The switch will also extend oral surgery benefits for the first time to health maintenance organization (HMO) members who are covered by the dental plan.

Most of the other plan changes involve setting time limits on the duration of certain medical treatment. For example, for plan members who undergo cardiac rehabilitation treatment, up to 40 sessions during a three-month period following the start of treatment are covered. Before, the duration of treatment was unlimited—which didn't reflect the current status of cardiac medicine.

"We've assigned a 'reasonable recovery period' to this type of treatment," Bradshaw points out. "And we are told that three months is indeed a reasonable amount of time to recover, with today's advances in cardiac care. Under the old guidelines, someone could stay enrolled in a therapy regimen for years on end following surgery, and submit claims for it."

Speech therapy will be covered for up to $32 per session—that's 80 percent of a maximum charge of $40—for up to 40 visits per disability. The dollar limitation is new. Chiropractic care will be subject to the same dollar limit as speech therapy, and up to 20 visits per calendar year will be covered. In addition, members will be paid up to $200 for chiropractic-related x-rays per calendar year.

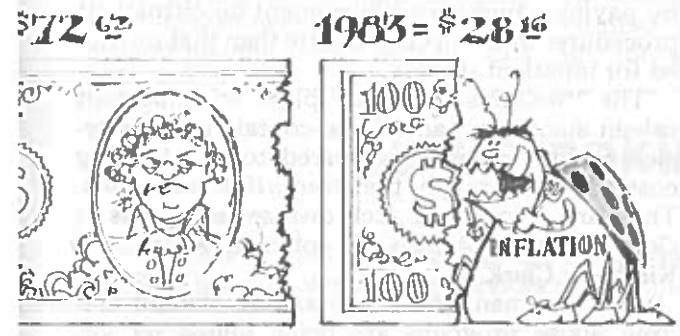
A maximum number of visits (30) per calendar year will go into effect for outpatient psychiatric care, but the allowance will be raised to a maximum of $48 per visit (from $32).

Hemodialysis will be covered fully when received at home, otherwise, the insured will be reimbursed for 80 percent of reasonable and customary charges.

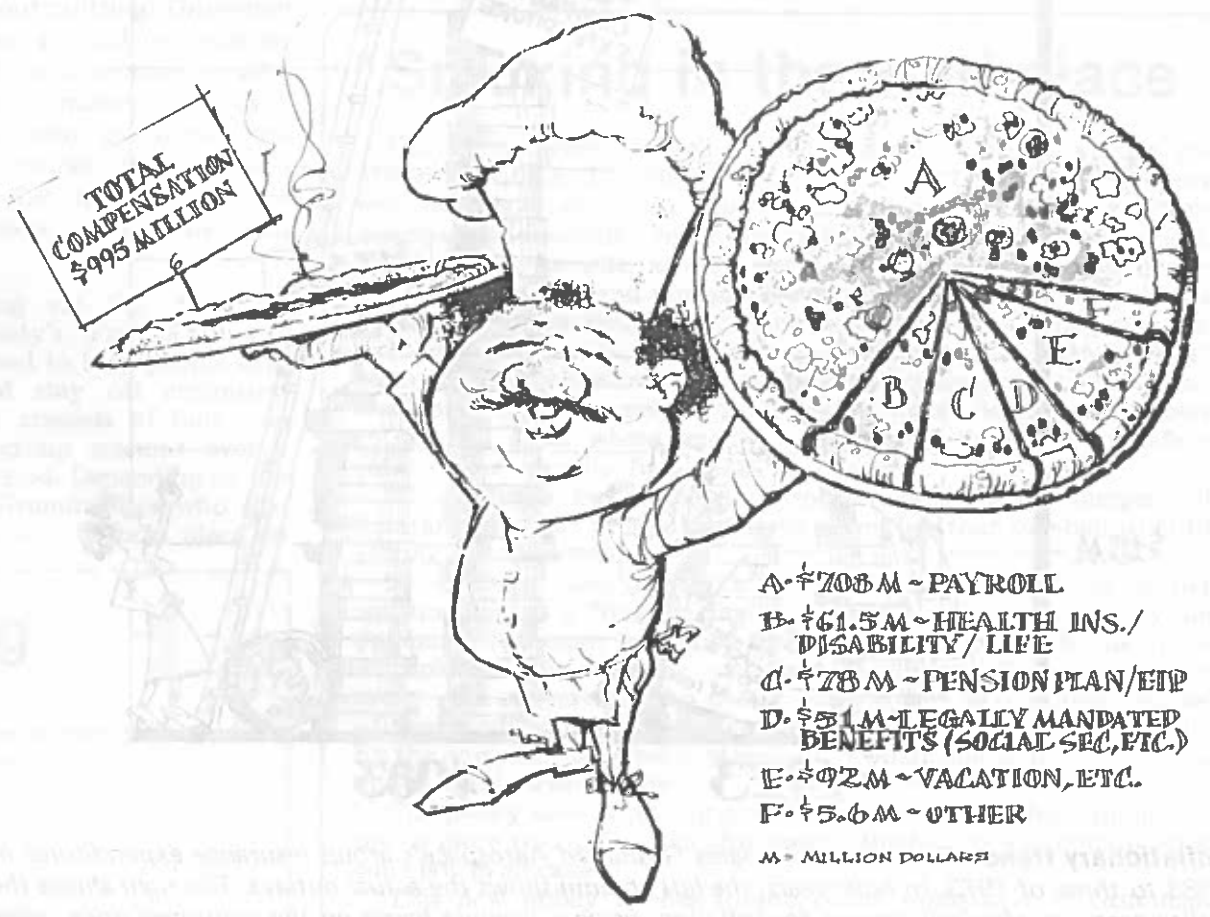
Married couples who both work at Grumman will have coordination of benefits, up to 100 percent after the deductible is satisfied.

Disability deduction

One final note—the weekly benefit under short-term disability income will be 60 percent of base pay, to a maximum of $200. The current maximum is $175. Beginning in '85, a contribution of five-tenths of one percent of gross wages, but no more than 60 cents per week, will be deducted toward disability. The company pays the balance of the costs of this.insurance. Currently, the maximum deduction is 30 cents.



hat $100 was worth in 1983 (the last annual statistic based on the Consumer Price Index for medical care. s, September, 1984)



Keeping Americans healthy carries a very big price tag

American medicine has been called the best in the world, but keeping Americans fit-as-a-fiddle has an enormous price tag.

It's been well accepted for almost two decades that medical and hospital costs have risen at levels outpacing inflation. Since 1975, the sum Americans spend per year on health care has almost tripled—from $133 billion to an estimated $360 billion last year. That accounts for one-tenth the country's gross national product.

And if these costs are allowed to grow unchecked, they could reach $850 million by 1990, according to the Bureau of National Affairs, a Washington, D.C. think tank.

Some of the cause for the rising costs, say experts, lies in the fact that the overwhelming majority of Americans are covered by some form of third-party protection—Medicare, Medicaid, or employer-provided health insurance. With a third party footing the lion's share of the bill, there is no incentive for either the patient or health care provider to avoid unnecessary expense.

The cost to employers for their health care plans has risen astronomically as a result. On the average, costs increased 17.1 percent during 1980, 18.9 percent in '81, and 22 percent in '82. At Grumman, costs increased 12.7 percent in 1981, 17.6 percent in 1982, and 28 percent in 1983.

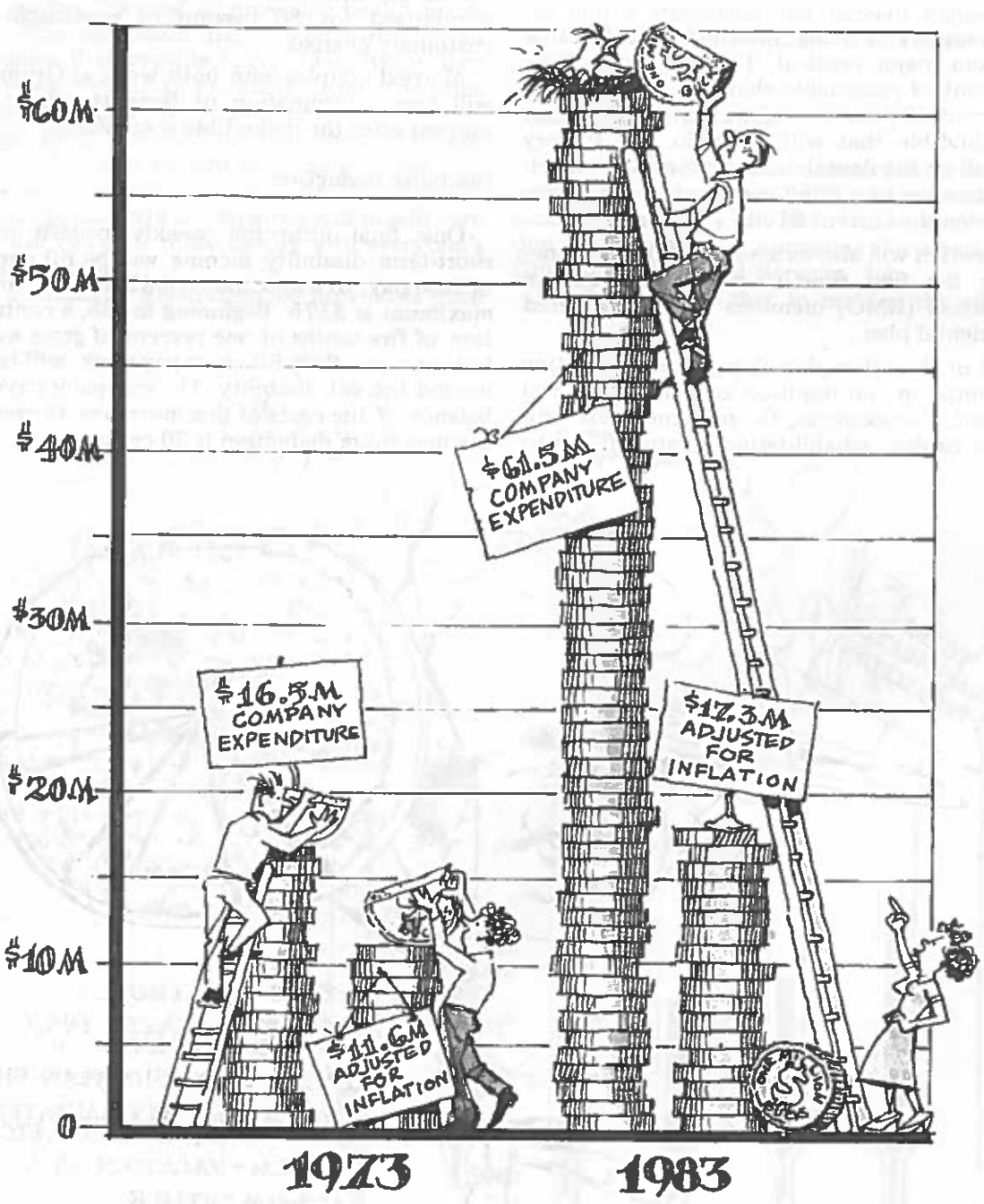
'At Grumman and at other defense contractors, there has also begun to be a lot of pressure from the customer for cost containment.'

In the face of such an inflationary spiral, many companies, including Grumman in 1985, are introducing cost controls. The measures seek to *contain* rather than trim costs for health care plans—and there has been some abatement this year in the inflation rate for health care as a result.

"There's more recognition now among companies of the cost of benefits—including health care plans," says Bob Foster, deputy director of Personnel and Administration. "Probably with the advent of the last recession, companies began to look where they were spending their money—without having really looked at some of these areas before. At Grumman and at other defense contractors, there has also begun to be a lot of pressure from the customer for cost containment."

In a recent survey, the consulting firm A.S. Hansen, Inc., found one-third of the respondents had devised such plans. Already in effect in many companies' health plans is the mandatory second surgical opinion, which will be adopted by Grumman in 1985. In a trial run of this requirement conducted by General Motors, the company discovered that one-third the surgical procedures submitted for a second opinion were unnecessary.

In yet another survey, this one undertaken by the Machinery and Allied Products Institute, 95 percent of the respondents said their companies had redesigned their health care plans or would do so in the near future. Of the changes, increased deductibles were reported by 85 percent. Different copayment schedules were reported by 57 percent, and many reported no employee copayment for procedures the companies want to encourage, such as second surgical opinions.



Inflationary trend. *This chart compares Grumman Aerospace's group insurance expenditures in 1983 to those of 1973. In both years, the left column shows the actual outlays. The right shows the dollar amounts after adjustment for inflation, using a formula based on the consumer price index for medical care. (All illustrations by Pat Hughes.)*

Industry trends

Rather than having a set deductible figure, Xerox Corporation uses one percent of the employee's base pay. Until this year, Xerox had what's known as a "first-dollar" health plan—there was no deductible whatsoever.

Sperry Corporation also has a deductible based on 1 percent of the employee's salary—up to a maximum of $300. However, there is no basic coverage at Sperry beyond hospitalization—all other charges are considered major medical and are subject to an 85/15 percent copayment schedule.

LTV Corporation's health plan now regulates hospital admissions. The plan now requires advance approval of all nonemergency and diagnostic admissions to hospitals. It also stipulates that weekend admissions be covered only if surgery is within 24 hours. These provisions are in addition to a mandatory second opinion rule.

Other companies want to encourage outpatient surgery where and when possible. They do this by paying a higher reimbursement on outpatient procedures of an elective nature than that provided for inpatient surgery.

The "wellness program" plays an important role in many companies' cost containment strategies. Such programs are geared toward keeping costs down through the *prevention* of illness. They are in place in such diverse companies as Control Data, Johnson and Johnson, Xerox, and Kimberly Clark.

At Grumman, the long-standing alcohol and drug abuse programs are being joined by yet another: FreshStart, a smoking-cessation program (see article on page 11). The company will also distribute a book called "Take Care of Yourself." Its message: stay in shape to avoid the high cost of getting sick.

No 'butts' about it, smoking is a drag

If you are a smoker like me, you are probably getting a little fed up with all the notoriety we've been receiving lately. Why, we can't even go to an Islanders' game and light up anymore. We can't smoke in the supermarkets or at the shopping malls. And, even our non-smoker friends are getting quite vocal about their distaste for our addiction.

Now, most of us smokers are very smart people. We know the effects smoking has on our bodies. It's common knowledge. Every time we reach for our pack of cigs, we are reminded by the Surgeon General: "Cigarette smoking is dangerous to your health."

We know all about lung cancer, emphysema, heart disease, and all the other possible side effects of smoking. Our spouses, friends and family members remind us too — just in case it's slipped our minds. But, there is one group that has turned our smoking into a personal campaign to stop — kids.

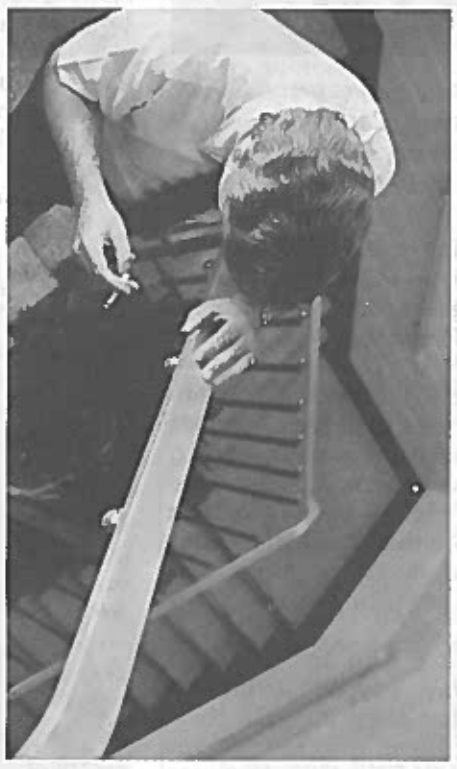
"Please don't smoke, Daddy. It's bad for you. It makes you sick. Your lungs get black and ucky." You and I know that they mean well. In fact, most smokers have a desire to quit — not only for our own health, but for our family and friends' health, too.

And a lot of smokers have quit — several times. Still, it's hard. But maybe now is the time to quit. After all, the mood is definitely shifting in the workplace and public places.

The maitre d' inquires "smoking or non-smoking sections?" when we go to our favorite eatery. You go to a party at a friend's house and there are no ashtrays. Your work area is surrounded by non-smokers. You can tell. They've got "No Smoking" signs plastered around their workplace. One fellow even has a mini-fan to blow your cigarette smoke back over the partition into your area. Yeah, we're getting the message.

Most of us want to quit. And, just maybe, now is the time to quit. It is getting a bit hard catching your breath when you're running around playing soccer with the kids in the backyard. You're getting a bit winded competing with the guys on the racquetball courts. Perhaps, a potential date drops a hint that he doesn't like to "kiss an ashtray." Maybe you'll be the hit of the office if you quit. That bozo with the scented air freshener will stop making the office smell like a funeral parlor every time you light up. Yeah, it might be a good time to kick the habit.

Grumman is offering all Grumman smokers an opportunity to quit smoking via the American Cancer Society's FreshStart program. Designed to help people stop smoking and stay off cigarettes, the program consists of four one-hour, small-group sessions over a two-week period. Depending on the number of Grummanites who sign up, the sessions will take place on company property immediately after workhours. Wherever possible, the sessions will be held 1/2 during workhours and 1/2 afterhours. For every Grummanite who completes the four-session program, Grumman will donate $25 to the American Cancer Society.



Thinking about quitting? *Grumman is sponsoring a smoking-cessation course for those Grummanites who wish to quit smoking. For each Grummanite who completes the four-session course, the company will donate $25 to the American Cancer Society. (Photo by Bob Settles)*

FreshStart's key concept is planning ahead. This program does not contain any non-essential assignments. Rather, the focus is on the task at hand: making your stopping-smoking a positive and successful experience.

Why a group? It is not necessary for anyone to participate in a quit-smoking group or to obtain professional assistance in order to stop smoking, says the American Cancer Society. However, many smokers enjoy being in a stop-smoking group and benefit from it, reports the Society. Some are stimulated by the group discussions, other individuals like the emotional support they share with smokers who are going through similar experiences. Still other smokers make use of a quit-smoking group as a structure to help them avoid procrastinating.

What is the success rate of this FreshStart program? American Cancer Society groups yield the maximum quit rate shared by other successful quit-smoking programs — 25 to 30 percent of the original smokers are still not smoking a year or more after quitting.

You might think that it's very discouraging that only one-fourth of a group can stay off. The American Cancer Society proclaims that it's not true that only one-fourth *can* stay off. There is nothing about the power of cigarettes that draws one back to smoking. Rather, the main problem is that many people do not *plan ahead* to avoid the common pitfalls that can lead one back to smoking. For instance, if you crave a cigarette after a big meal, plan on taking a long walk after dinner.

If you are interested in attending the company-sponsored FreshStart program, fill out the form on this page and mail it to: Quit Smoking, A01-GHQ. You will be informed in the near future about FreshStart's time and location.

Facilitators needed

The company is looking for Grummanites who are interested in becoming facilitators. Facilitators lead the quit-smoking group. They are responsible for facilitating group discussions and presenting information to the group. Though the company is looking for Grummanites who have become successful ex-smokers, it is also asking for people who have experience as facilitators or who enjoy working with groups. All volunteers will undergo a training program with the American Cancer Society. If you are interested, fill out the form on this page and mail it to: Quit Smoking, A41-GHQ.

Quit smoking

(Check one)

☐ I'd like to quit smoking. Sign me up for the FreshStart Program.
☐ I'd like to volunteer my services as a facilitator.

Name.....
Mail stop..... Ext.....
Workshift.....Plant.....

Mail to: Quit Smoking, A41-GHQ

Smoking in the workplace

Grumman recently issued a policy statement on smoking in the office workplace. The purpose of this policy is twofold — to comply with local laws where necessary and to provide non-smoking Grummanites with a working environment that is as smoke-free as practical.

Of course, as with all new programs, patience and tolerance — from both smoker and non-smoker — will be needed as the policy is put into practice throughout the company in the coming months.

In the near future, the following are designated as "no smoking" areas: conference rooms, meeting rooms, classrooms, auditoriums, restrooms, libraries, medical facilities, hallways, elevators, computer rooms and areas where smoking is normally prohibited for safety reasons (for example, fuel labs).

All cafeterias, buffeterias, lunchrooms and employee lounges will have an adjacent "no smoking" area of not less than one-half of both seating and floor space.

In addition, each office Grummanite can designate his or her working area as a "no smoking" zone. Signs will be supplied by the company. Although the policy addresses itself primarily to the office workplace, a non-smoker — either working in an office or any other area — can request that his or her working area be relocated because of the proximity to a smoker's area. A reasonable effort will be made by the company to honor that request — where practical — by moving either of the Grummanites.

The policy also states "In any Grumman facility where applicable law is more restrictive than this policy, the facility will comply with such law in all cases."

This new policy applies to the office workplaces of Grumman Corporation, its subsidiaries and its divisions.

Everyone is a winner with United Way

The theme of the 1984 United Way Drive is "Winners make things happen."

"The people the United Way are talking about in their 'winners' slogan are those who have given something of themselves — the contributors and volunteers who are the backbone of the United Way program," says Grumman Aerospace Corporation Senior Vice President and Treasurer Carl Paladino, who is this year's Corporate Chairman for Grumman's United Way drive.

The United Way of Long Island turns its campaign efforts towards Grummanites this month. Grumman's annual United Way drive kicks off Monday, October 29 and runs through Friday, November 16.

"Volunteerism is a distinctively American way of life and Grummanites are and have always been right at the front of the line when and where they are needed. The feeling of fulfillment and accomplishment they receive as contributors and volunteers — whether it be at a hospital, a day-care center, a senior citizen home or any other agency that could not otherwise operate without their dedicated help — is what makes them truly winners," says Paladino.

He notes that Grummanites — because they are such a visible part of the Long Island scene — are usually called upon to take a leadership role in community services. More often than not they

Volunteer spirit. *Grumman Corp. Chairman Jack Bierwirth (center R) joined (L to R) Bob Nafis, Grumman vice president-Corporate Development; Phil Farmer, vice president of Harris Corporation; and Santos Abrilz, president of Apoca Industries at the kick-off luncheon for the United Way's Long Island drive.*

respond enthusiastically. As a group, they are highly motivated and responsible representatives of Grumman and the community."

Bob Nafis, Grumman Vice President — Corporate Development and recently elected president of the United Way on Long Island for the 1984-85 campaign year, points to the loaned executive program. Each year Grumman loans some of its executive talent to the United Way to aid in the administration of the organization. Loaned executives in 1984 are: Ralph Ceraso, Grumman Data Systems; Claude Gibson, Grumman Aerospace Corporation; Rosemary Maginniss, Grumman International; and Jim Roberts, Grumman Aerospace Corporation.

"The four loaned Grumman executives helping in campaigns across the island, and the hundreds of volunteer coordinators within Grumman are asking us to help those in need," says Nafis. "They represent the volunteerism that

A good samaritan. *Grumman Aerospace Senior Vice President and Treasurer Carl Paladino (R) discusses financial notes with Good Samaritan Hospital president Daniel Walsch.*

makes America great. This spirit of volunteers helping others is unique to the United States. Grummanites are the largest group of volunteers and contributors on the Island. Let's keep up our record of excellence."

What Nafis, Paladino and the United Way are asking Grummanites this year is to reassess what they are giving to their community compared to what their community gives to them. "There are those individuals who are exceptionally generous and are already giving more than their share. But most people really could be doing more, and they are the ones that we are trying to reach this year," explains Paladino.

"For those Grummanites who are already a part of our United Way payroll deduction plan — we are asking that they increase their deduction. We are asking those who are not yet contributing to join payroll deduction. It means so little on a paycheck to paycheck basis to the individual. But with 20,000 employees, when it's added up, it means a lot to those in need," he points out.

Grumman winners

The 'winners who make things happen' are those individuals who manage to find the time, energy and money to give something extra of themselves to the community. More than 15,000 volunteers give their time to the United Way of Long Island programs each year. 'Giving' is the important word here.

As a result of these volunteer efforts, total operating costs for the United Way are less than 15 cents of each dollar raised. This means that more than 85 cents of every dollar you contribute to the United Way goes directly into programs which provide help for those who need it in your community. "This remarkable high rate of return is only made possible by volunteers — our community's winners," points out Paladino.

One such Grumman winner is Dorothy Greggo, customer service manager for Grumman Data Systems in Plant 242. Dorothy is on the board of directors of the East Plains Mental Health Center, located in Hicksville. As a vice president and former treasurer, Dorothy has been a volunteer at the Center for seven years. "Working on the board of directors for the Center gives me a chance to apply some of the management skills that I have acquired over the years. It's someplace where my help can enhance the quality of life for less fortunate people. The community needs a facility where people can come to find comfort and direction in these increasingly trying times," she comments.

"We are a resource for the Center to draw upon. Without us it probably could not economically continue to offer the services it does for the community. That's important, and it gives me a real feeling of accomplishment," she adds.

Jack Mertz is another Grummanite who answered the call for help and is glad he did. Jack, a management development specialist in Plant 111, is on the board of directors of the Long Island Girl Scouts. "Back in 1979, I read in a *Plane News* article that the Girl Scouts were looking for some management help. I thought it would be a good way of paying my community back for the good years my family has enjoyed here.

"Because of my management background, I

Community service. *Dorothy Greggo is a volunteer on the board of directors of the East Plains Mental Health Center located in Hicksville.*

have something to offer. It feels good to be needed. I enjoy being able to contribute to an organization like the Girl Scouts. It offers young people valuable directional help with their lives. Possibly through my help and that of others, we can see better results for the organization's programs," he says.

Grummanite Roseanne Maglione feels much the same way. "I get a real feeling of self-satisfaction from being able to assist others who need help. It's uplifting and very gratifying."

Roseanne, manager of Office Services in Plant 5, is a volunteer for the Massapequa Auxiliary of the United Cerebral Palsy Center, located in Roosevelt. "Basically what we do is raise money for the Center through fashion shows, art and craft sales, flea markets and other events that we organize. It's a lot of work, but also a lot of fun. And, when you see what your contribution helps to support at the Center, you know how important it all is," she says.

An active auxiliary volunteer for 10 years, Roseanne says she "very definitely" recommends other Grummanites get involved in

A satisfying contribution. *Roseanne Maglione, says her work as a volunteer for the United Cerebral Palsy Center in Roosevelt is 'uplifting and gratifying.'*

community projects. "No matter what you volunteer for, there is a great need for more people. If everyone at Grumman got involved as a volunteer somewhere in the community what we could accomplish is immeasurable. And, for me, volunteering is very rewarding," she asserts.

Don Sheehan, assistant to the vice president and general manager of Great River Operations, also finds his volunteer activities as a member of the Suffolk County Chapter board of directors of the American Red Cross to be the most rewarding. Don, who has been involved in different volunteer programs both as a private individual and within Grumman, is serving on the American Red Cross's Suffolk County Chapter board as a Grumman representative.

The board is made up of various executives and public officials from Suffolk and serves as an advisory committee for finances, organization, long-term planning, and other important management details.

Good feeling. *Don Sheehan, finds his volunteer activities for the American Red Cross 'most rewarding.'*

"The American Red Cross in Suffolk covers a wide array of important services including blood drives, charity fund raising, organizing of transportation for handicapped and elderly citizens, and other such services. The good feeling that you get from helping others is a kind of pay that you can only receive as a volunteer," he says.

Cynthia Henriksen is another Grummanite who enjoys the rewards of giving. An executive secretary in Plant 5, Cynthia is a volunteer receptionist at Huntington Hospital every other Monday night. "My job at the hospital is just fantastic. I get to meet so many people — escorting incoming patients, admitting people, giving out visitor passes. There's a lot of interfacing with the public, the doctors and patients," she comments.

"I've lived in Cold Spring Harbor for over 20 years. I felt that the town of Huntington has given so much to my children that I should contribute something of myself in return. As it turns out, I get such an emotional high from the job that I feel as if I am getting even more from being a volunteer than I'm giving," she declares.

In addition to the five Grummanites mentioned here, there are many other 'winners' who find the time, energy and money to help others. But in order for the United Way to continue to increase its level and scope of support for Long Island community services, even more is needed. That is what the 1984 Grumman United Way Drive is all about. Grummanites are being asked to dig deep — into their hearts and pockets — to help those in the community who cannot make it without that support. "Everyone can be a winner," says Paladino. "Join or increase your United Way payroll deduction and get involved as a volunteer in your community — it's the winning way, and that's the Grumman way."

Rewards of volunteerism. *Cynthia Henriksen, an executive secretary in Plant 5, says 'sometimes I feel that I'm getting more than I'm giving,' as a volunteer at Huntington Hospital.*

Your donations go a long way

Out of every dollar you contribute to the United Way, 85 cents goes directly to support the local health and human services agencies that exist under the United Way's umbrella. Listed below are some examples of how your United Way contribution is translated into services for people in need:

67 cents per week for one year provides one day of education and treatment for an exceptional child.

80 cents per week for a year allows the unemployed to participate in a job search or placement program.

91 cents per week for a year provides telephone hotline counseling and crisis intervention for 52 individuals.

$1.00 per week for a year provides emergency shelter for three nights for a homeless senior citizen.

$1.38 per week for one year provides shelter for a runaway or homeless child for one night, and assistance in returning home the next day.

$1.69 per week for one year provides five days of day care for the frail elderly.

$1.89 per week for one year provides up to five days of temporary shelter and protection for a battered woman and her child.

$2.02 per week for one year provides a half day of school consultation for teachers and parents on establishing a drug abuse prevention program.

$2.37 per week for one year provides 59 hours of disaster service from the Red Cross.

$2.88 per week for one year provides two weeks of food for an unemployed family of four.

$3.00 per week for one year provides six career development workshops for women returning to the workforce.

$3.46 per week for one year provides six days of protective care for an abused infant.

$4.00 per week for one year provides an opportunity for 18 functionally illiterate individuals to learn basic reading and writing skills.

$4.17 per week for one year provides 10 hours of corrective and preventive counseling for a financially troubled family.

$5.00 per week for one year provides a year of rehabilitative services for 20 women recovering from mastectomies.

$5.69 per week for one year provides emergency food, clothing, shelter, health and other neccessities for a family that has experienced disaster.

$5.78 per week for one year provides a month of basic life skills training for a moderately to severely retarded adult.

$9.62 per week for a year provides two weeks of physical therapy at home for an elderly or handicapped patient.

$10.00 per week for a year provides 18 weeks of foster care for a child.

$11.00 per week for a year provides one week of residential care for an emotionally disturbed adolescent.

$12.30 per week for one year provides counseling and support services to four families to help them deal with alcoholism problems of a family member.

people

NASA honors three

The National Aeronautics and Space Administration (NASA) has given special recognition to three Grumman engineers — Joe Alario, Rich Brown, and Bob Kosson — for their contribution to the development of the Space Constructible Radiator. The radiator is intended for eventual use on the U.S. Space Station.

The three Grummanites invented an artery system vital to the radiator's proper functioning. Each was presented with a NASA Certificate of Appreciation and a U.S. Treasury check for $150 by Alex Alexandrovich, GAC vice president-Space Programs.

The radiator consists of numerous 50-foot-long by one-foot-wide elements. The heart of the element design is a two-channel (liquid and vapor) heat pipe that transports two kilowatts of heat. A Grumman patent application for the original heat pipe design is pending.

During the development phase of Grumman's contract with Johnson Space Center, a problem occured when the heat pipe was subject to very high heat — the ammonia in the liquid channel began to boil. The Grummanites' solution was to suspend a hollow stainless steel mesh cylinder in the liquid channel. At high heat, an insulating vapor ring forms around the inner cylinder or artery, which remains full of liquid and continues to feed very fine screw thread grooves machined in the vapor channel wall.

Ammonia is evaporated from these grooves to remove the Space Station waste heat. It is condensed in the 50-foot-long radiator and returned in the liquid channel, by capillary forces, thus providing a circulating fluid system without moving parts.

The three men are most pleased by the recognition they have received — though they're glad to receive money, too. Kosson points out, "Sometimes, on projects of an advanced nature, you don't see the immediate payoffs that you do on programs, where your inventions become part of products. So, It's always nice to get a little recognition."

Kosson began at Grumman in 1962 and has worked on heat pipe technology for various projects since 1967. He has spent most of his career in Advanced Development, but is in the process of moving to Flight Sciences.

Alario and Brown are also from Advanced Development. Alario notes that the radiator design has great potential for leading to an actual hardware program. "We're hoping the radiator will eventually become the main heat rejection system for the Space Station," he says.

Take a bow. *Vice President-Space Programs Alex Alexandrovich (L) presents NASA Certificates of Recognition to (L to R) Rich Brown, Joe Alario, and Bob Kosson. Looking on is Bob Haslett, manager, Advanced Thermal Systems.*

Alario has been a Grummanite since 1963, starting out on the Lunar Module program. Since 1967 he's worked in the thermal systems area, with most of his work directed toward space projects.

Brown has been a Grummanite full time for only two and a half years, and estimates that the radiator project took up a fair percentage of his time here. "I'm glad we got the award," he says. "It's something we worked on collectively, and it's nice to get recognized for it."

Previously, Brown worked at Grumman for six summers while he attended college. He also was a Grumman Scholar.

Kosson says he has no special plans for spending the award money, while Alario is putting it toward a new set of golf clubs. Brown says: "I recently got married and bought a house, so I have plenty of uses for it."

Professionally speaking

Tom Ivory, assistant to the director of Industrial Engineering, has been appointed director-elect of the Aerospace Division of the Institute of Industrial Engineers (IIE). He assumes his new post in April of next year. He has been a member of IIE since 1978.

Fritz Blomback of Aerotest has been elected to the post of secretary of the Supersonic Wind Tunnel Association. He previously has served as member-at-large of the executive committee. He has also been appointed to the AIAA (American Institute of Aeronautics and Astronautics) Ground Testing Technical Committee.

Bill Giesler of Weights and Mass Properties has been named Government/Industry (G/I) chairman of the Society of Allied Weight Engineers (SAWE). In this position, he is responsible for G/I workshops at the 1985 SAWE International Conference.

Vic Ciminera of Weights and Mass Properties has accepted a co-chairmanship in the SAWE. He will be the industry chairman for SAWE's Industry-Military Aircraft Workshop.

Hawkeye pride

Dick O'Brien is a senior field representative for Grumman's Supplier Control in the Midwest. He makes frequent trips between Minneapolis and Cedar Rapids, Iowa.

Despite being far from Grumman's Long Island base, Dick tries his best to let people know where his heart is — as well as what Grumman is. In fact, you might say he wears it like a badge. He drives a van that has a Grumman E-2C Hawkeye mural painted on the spare tire cover. "Wherever I go, people can see the company name and one of our airplanes," he explains.

"Many people in the Midwest have never heard of Grumman. When they try to pronounce our name, it often-as-not comes out as something like Gruuuman. The few that have heard of the company either have been in the Navy or own a Grumman canoe. My van tire E-2C mural is just my way of letting them all know who we are," he comments.

Dick says that on a few occasions he has run into someone who was associated with Grumman aircraft during World War II. "I find that they can talk for hours and hours about the Grumman planes — and always in flattering terms. It's always great to hear such commendations."

Dick says he plans to continue to spread the word about Grumman in the Midwest and to "talk-up the company name whenever I meet people who want to know, what's that funny painting on your van."

Professional award

Bill Mason of Aerodynamics was the recipient of the 1984 Technological Achievement Award given annually by the Long Island Section of the AIAA. Bill was cited for his work in three areas: transonic computational aerodynamic methodology development, the application of supercritical aerodynamics to supersonic wing design, and contributions to the use of optimization methods for aerodynamic design.

Spreading the word. *Grummanite Dick O'Brien, a senior field rep for Supplier Control in the Midwest, shows off the E-2C painting on his van.*

Culleton leads idea jackpot winners

Donna Culleton, a buyer in Central Purchasing, Plant 30, will always remember the summer of '84 as the time she hit the jackpot. The idea jackpot, that is.

Donna's winning suggestion in Grumman's Project Sterling program netted her close to five grand recently — $4,920, to be exact. Four other Grummanites won awards of over $1,000 each, while five won Project Sterlings amounting to between $500 and $1,000.

Donna's suggestion came after an engineering revision was made to two parts. She discovered a discrepancy in the gauge size of one of them. After it was corrected, she recommended that the new material not be procured until existing stock was depleted. This resulted in considerable cost savings for the company — $267,768 for the first year.

Donna was surprised both by winning and by the size of the award. "I never thought it would be this much. . .I wanted to win, but I didn't think I would get it," she says.

She adds that in the course of her six years with Grumman, this was her first Project Sterling suggestion. "Pretty good for the first time around, huh? I can't wait until next time," she jokes.

For the time being, Donna's windfall will go into her savings account.

John Saggese, a subcontracts administrator in General Subcontracts, Plant 30, won $3,910 for suggesting the substitution of wet epoxy polyamid primer for brush cadmium plating on fastener holes for the C-2A. The new chemical provides equal anti-corrosion finish protection at no additional cost, and a reduction in the time it takes to produce the finish. First year savings for the company will be $133,405.

When he received the award, John says, "I was surprised, happy. . .I never expected it to be that much. But I'm glad it was. Saving the company $130,000 is very significant, and I'm proud of the award."

Leader of the pack. *Donna Culleton, a buyer in Central Purchasing, Plant 30, submitted a Project Sterling idea that netted her close to five thousand dollars.*

The prize money came at an opportune time for John, who is putting it toward a replacement car for himself, a car for his son, and some extra college money for his daughter.

At Great River Operations, Joseph Stissi put a set of unused dies from Grumman's old Plant 36 to very good use. Stissi, a mechanic in Plant 43's Mechanical Detail department, re-cut the dies into a wide variety of sizes for use in the manufacture of electronic black boxes. The rack of die sets took him several weeks to make.

"Before we had to purchase a special die or cut one of our own, ruining it," he says. "This rack takes care of all the jobs we do."

First year savings total $39,306, and Stissi took home $2,260 for his effort. He plans to save the money for retirement.

John Schnurr, an analyst in Material Management, proposed that a line be added to two company forms — the employee termination record and the employee transfer report. When filling out either, the terminated or transferred employee's supervisor will now record all tagged company property. This will lessen the likelihood of loss or theft.

"My suggestion will prevent the area or department property administrator from having to track it down later on, which is a perennial problem," he says. "Hopefully the system will work more smoothly and fewer inventories will have to be made."

John says he was "totally overwhelmed" by the award, which he has already spent on a new outboard motor for his boat. "The Project Sterling program is a fantastic way to make some extra money and help the company at the same time," he asserts.

Russell Bradford, a machine framing operator for Boeing Final Assembly in Stuart, Fla., designed and fabricated tools to locate and drill clips in the butt line 40 lower beam installation, as well as tools for use by subassembly areas. His project enabled certain drilling tasks to be performed in subassembly rather than in final assembly.

"The old way was more time consuming," Bradford notes. The idea will result in a first year cost savings of $17,292, and Bradford received an award of $1,075. His winnings will go into a savings account.

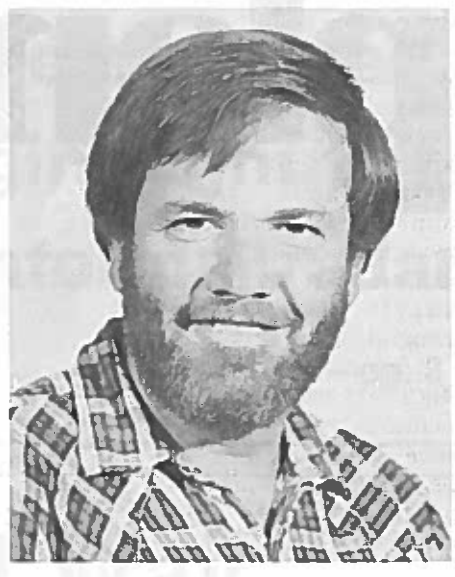
The other recent top winners were William Schieffer, an electronics technician at Point Mugu, California, who won $830; Harold Kennedy, a keyworker in Honeycomb Core, Plant 2, who won $780; Elizabeth Owens, a riveter in Prototype at Stuart, who won $600; Daniel Groh, a subassembly leadworker in Cammacorp Nacelles at Stuart, who won $560; and Travis Jackson, a tool fabricator/die maker at Milledgeville, Georgia, who won $500.

Fifty-eight others received awards ranging from $25 to $425. Their creative thinking, added together, will save the company a whopping $1,371,765 this year.

John Saggese

Joseph Stissi

John Schnurr



Russell Bradford

Harvest show is a hit

A bountiful and beautiful harvest was on hand for the Grumman Garden Forum's Fall show held in the Plant 30 cafeteria on Thursday, September 20. The last Garden Forum presentation of the year offered everything from flowers and houseplants to fruits and vegetables.

Dan Knowles, vice president of Personnel and Administration, presented the awards to the winners. The show attracted 200 entries with Best-in-Show honors going to Grummanites Chuck Belensky and Dot Kappenberg.

Chuck, a group leader in ground test instrumentation in Plant 5, took top honors in categories one through five for his beautiful miniature yellow rose. Grown in his Centerport home backyard, Chuck named his winning rose "Rise 'N Shine." He says the victory puts him on a streak of sorts since he also took Best-in-Show honors at the Garden Forum's June Flower Show with a full size rose. "The funny thing is that I've been entering these shows for about 20 years and I'd never won the top prize before. Now I've won it twice in a row in the same year. It's a real thrill — I must be getting better!"

Grumman retiree Dot Kappenberg won Best-in-Show for categories six through eight with a bountiful vegetable and fruit arrangement. "I used a figurine of a man carrying sheeves of wheat that I picked up at a garage sale as my centerpiece. Around it I arranged a mix of grapes, squash, cucumbers, Italian and regular peppers, celery, eggplant, stringbeans and who knows what else," she explained.

Dot, a former director of the Grumman Garden Forum for six years before her retirement, also placed first in floral arrangements with a grouping of multi-colored miniature zinnias.

Other winners in the fall garden show (in order of placement) were:

Class 1 — Dahlia, Single: Karl Hagen (retiree); Reba Dixon; Joe Gregg; Chick Stanco. Class 2 — Single Seasonal Bloom: Belensky; Frank Sadowski; Kappenberg (retiree); Gregg. Class three — Novice, Dahlia or Seasonal, Single Stem: Pam Sechrengost (retiree); Lilian Gorlitz; Florence Ahlsen; Iris Celli. Class four — Seasonal Assortment 5-10 Stems: Ahlsen; Jo Monza; Betty McLean (retiree); Sadowski. Class five — Floral Arrangements; Kappenberg; McLean; Ed Vasta, Diane Crowe. Class six — Fruits and/or Vegetable Arrangements: Kappenberg; Jo Matters (retiree); Dave Kleiman; Muntz. Class seven (eliminated); Class eight — Vegetables: Hanft; John Gatti; Kleiman; Crowe. Class nine — Houseplants: McLean; Myrtice Holland; Kappenberg; Sechrengost. Class ten — Houseplants (Hanging Baskets): Elnora Hendricks; Bill Pietruczewicz; McLean; Kappenberg. Incentive awards: Crowe; Armand Festa; Bob Wissler; Joe Lang; Kleiman.

A special memorial plaque was presented to Charlie Chlanda in memory of Helen Chlanda, former Grummanite who participated and gave her time to the Garden Forum for many years.

Bid whist, anyone?

Grumman Recreation is presenting its third annual Bid Whist Tournament on Saturday, October 20, at 4 p.m. in the Plant 28A auditorium. To be eligible for play, at least one of the team players must be a Grummanite. For information on the tournament rules, contact Herb Mahoney, Ext. 52133.

Reaping awards. *Vice President Dan Knowles (L) presented Best-in-Show awards at the Fall Flower Show to Chuck Belensky and Dot Kappenberg.*

Holiday show

It may not be snowing yet, but the holiday season is only just around the corner. Reservations are already being taken by Recreation for the famous Radio City Music Hall Christmas Show on December 20.

Buses to the show depart at 9 a.m. on Thursday, December 20, from the overflow parking field on South Oyster Bay Rd. Estimated return to Grumman is 6 p.m. that evening.

The trip includes the option of a lunch at the famous place of Italian eating, Mama Leone's. The Radio City Christmas Show starts at 2:30 p.m.

Cost for the day trip is $27 per person without lunch and $38 per person with lunch.

A 'fitting' prize for winners

There's a nip in the air and Grumman Recreation has just the thing to warm you up, that is if you've paid your dues on the softball diamond this summer. Recreation's 1985 softball jackets are on their way and if you are eligible for one, measurements will be taken this month.

Winning team managers are responsible for notifying each team member of the measuring schedule. Those eligible include: winning teams from each league; all team managers; lunch period umpires; members of the protest committees. Trophies may be requested in place of a jacket.

The measuring schedule is as follows:

Plant 1 (Ext. 56313) cafeteria, Wednesday, October 17, 8:30 a.m.; Plant 3 (Ext. 53021) cafeteria, Wednesday, October 17, 9:30 a.m.; Plants 2/5 (Ext. 52896) Pl. 5 cafeteria, Wednesday, October 17, 10 a.m.; Plant 30 (Ext. 56315), cafeteria, Wednesday, October 17, 11 a.m.; Calverton (Ext. 117-7120) cafeteria, Tuesday, October 16, 10 a.m.; Great River (Ext. 113-7702), cafeteria, Friday, October 19, 10 a.m.; Bethpage Nite Owls Pl. 2 conference room. Thursday, October 24, 9 p.m.

Afterhour winning teams and all managers can be measured at any of the above locations that may be convenient for them. Anyone who cannot make any of the scheduled time slots may go to the Recreation Office. For further information, call Herb Mahoney at Ext. 52133.

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